

Service COLA, or similar adjustments to entire pay scales; or premium pay.

*Military service rates* means the fraction, by age and sex, of employees who have military service to all employees, and the average length of military service and the salary on which their deposits to receive credit for military service are based for these employees.

*Normal cost percentage* or *normal cost* means the entry-age normal cost of the provisions of FERS which relate to the Fund, computed by the Office in accordance with generally accepted actuarial practice and standards (using dynamic assumptions) and expressed as a level percentage of aggregate basic pay.

*Service* means all creditable service, including military service, rounded to the nearest number of years as of the beginning of the fiscal year.

*Single agency rate* means a normal cost percentage for one category of employees in one agency. A single agency rate is set under § 841.412 as a result of a successful appeal.

*Voluntary retirement rates* means the rate, based on the sex, age, and service of the employee, of regular longevity retirements.

*Withdrawal rates* means the rate at which employees leave FERS-covered service without retiring, including employees who are paid refunds and employees who take deferred retirement. These rates are of two types: "not offset for reentry" and "offset for reentry." These rates are by age and service.

**§ 841.403 Categories of employees for computation of normal cost percentages.**

Normal cost percentages will be determined for each of the following groups of employees:

- (a) Members;
- (b) Congressional employees;
- (c) Law enforcement officers, firefighters, and employees under section 302 of the Central Intelligence Agency Act of 1964 for Certain Employees;
- (d) Air traffic controllers;
- (e) Military reserve technicians;
- (f) Employees under section 303 of the Central Intelligence Agency Act of 1964 for Certain Employees when serving abroad;

- (g) All other employees.

[52 FR 25196, July 6, 1987]

**§ 841.404 Demographic factors.**

(a) The Office of Personnel Management (OPM) will consider the factors listed below in determining normal cost percentages. To the extent data are available for the factor by specific category of employees, such data will be used. To the extent category specific data are not available, the most relevant available data will be used.

- (1) Distributions of new entrants by age, sex, and service;
- (2) Withdrawal rates;
- (3) Merit salary increases;
- (4) Voluntary retirement rates;
- (5) Involuntary retirement rates;
- (6) Disability retirement rates;
- (7) Employee death rates;
- (8) Military service rates;
- (9) Family characteristics for employees;
- (10) Death rates for non-disability annuitants;
- (11) Death and recovery rates for disability annuitants;
- (12) Child survivor termination and death rates;
- (13) Family characteristics for annuitants; and
- (14) Administrative expenses.

(b) Generally, each rate, ratio, or fraction must be separately considered to determine the rates for males and their survivors and the rates for females and their survivors, except those rates for child survivors and merit salary increases.

**§ 841.405 Economic assumptions.**

The determinations of the normal cost percentage will be based on the economic assumptions determined by the Board. When an agency's case is based in whole or in part on the pattern of merit salary increases specific to the agency or to a category of employees within the agency, the Board may require modification of the economic assumptions concerning salary and wage growth to take into account the combined effect of merit and general wage and salary increases.